

Louisville Metro Government Department Equity Impact Statement

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9th, 2021.

Name of Department: Public Works

Fiscal Year: FY 2021

Completed By: Vanessa D Burns

1. Department Equity Vision Statement:

The Department of Public Works goal and vision is to become a high performer that equally provides services to both residents and visitors

2. Department Equity Goals:

Goal # 1: Increase minority contractor involvement by 20% in our capital budget by Fiscal 2023

Goal #2: Create Contractors Assistance Program to increase minority contractors

Goal #3: Increase the number of minority supervisors and higher-level equipment operators in FY22 by 10%.

Goal #4: Increase minority purchasing by 10% for non-capital budget

3. Equity Goal Measures and KPI's: Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?

- a. Goal #1 KPI: Number of minority contractor percentage increase
- b. Goal #2: Establishment of a "Contractors Assistance Program" to help create more minority contractors
- c. Goal #3: Number of promotions of minority personnel to supervisors and higher-level equipment operator positions
- d. Goal #4: Percentage increase for non-capital budget items.

4. Prior year goal assessment: (Outcomes from the prior fiscal year) N/A for FY22

The department added a minority sidewalk contractor this past fiscal year. There are not enough minority contractors available to enhance this number at this time. Which is why we are promoting a Construction Contractor Assistance Program

5. For FY23: (Note: these inquiries are for future budget considerations and N/A for FY22)

- a. Budget request allocated as related to equity: (Specific allocation) N/A
- b. Budgetary savings, revenues, expenses realized from the prior year: N/A

6. Office of Equity Notes and Recommendations:

Please see attached revised Internal Equity Report

7. This equity impact statement was reviewed by:

Vanessa D Burns 4-26-2021
Department Director Date:

Amy Gibson 4/27/2021
Agency Chief Date:

8. This equity impact statement was/was not approved by:

Kendall Boyd 4/27/2021
Chief Equity Officer Date: